

# SHAUN T. SCHAFFER, PH.D.

## Skills Summary

Experienced higher education leader with a background in classroom instruction informed by years in industry. A successful strategic thinker with a history of solving problems.

## Education

PhD, Educational Leadership, Human Resources, Colorado State University, Fort Collins, CO.

*Dissertation:* Revolution and Journalism Higher Education in the Middle East/North Africa Region

MS, Educational Leadership Studies, Oklahoma State University, Stillwater, OK.

*Thesis:* Teaching Western Business Journalism in a Developing Nation

BA, Journalism/News Communication, University of Oklahoma, Norman, OK.

## Experience

*Metropolitan State University of Denver*

**Associate Vice President of Curriculum, Academic Effectiveness and Policy Development and Accreditation Liaison Officer to the Higher Learning Commission, September 2019 – present**

- Developed a plan and ended two long-standing university policies that made transfer of general education credits legally noncompliant with state rules. Although the state rules had been in place since 2002, I was able to get our university policy changed in 2020.
- Developed and implemented a plan to allow for “double dipping” of university courses. Previously, if a course appeared in two areas, say as a major requirement and a general education course, it could only count in one area. Students were required to take a substitution course whenever there was overlap resulting in hundreds of degree exception requests every year. Worked with Faculty Senate, Deans, and others to change this policy. The “double dipping” rule was enacted in two parts with the first one taking effect in 2022-2023, and the second step taking effect in 2023-2024. This made life less complicated for students and dropped the number of petitions for degree exception dramatically.
- Developed a plan to end the university requirement of a minor for graduation. This policy, which had been in place since the university’s founding in 1965, prevented about 100 students from graduating each year. It took multiple attempts, sustained lobbying, exhaustive data, and time to effect this change. It was approved in August 2023 and took effect in the 2024-2025 catalog.

- Currently training multiple team members in accreditation liaison officer duties as a means of building redundancies and increasing team capabilities.
- Leading the drafting of our next assurance argument, which is due in 2026-2027. The draft will be available by the first quarter of 2025.
- Providing the final level of review for all curriculum changes at the university; an average of 700 changes per academic year.
- Aiding faculty and administrators in the creation and approval of curriculum proposals, the creation of new programs, certificates and digital badges, and the discontinuation of the same.
- Creating academic policy proposals to aid in university operations, and guide proposals through university approvals, working with faculty, staff, and Faculty Senate.,
- Overseeing academic program review and assessment of student learning outcomes. Working now to add more assessment of general education courses to academic program review, specifically for programs with numerous general education offerings.
- Providing university liaison to the Higher Learning Commission, including preparation of assurance argument for April 2021 review.
- Working with internal units and outside specialty accrediting bodies, such as ABET, COSMA, etc., as needed.
- Providing regular reports on program creations, discontinuations and curriculum disputes to the Provost, President, and Board of Trustees.
- Providing annual reports on academic program review to the Board of Trustees. Providing annual updates to the Higher Learning Commission.
- Maintaining regular communication with the Higher Learning Commission and the liaison to the university.
- Member of DIGIT, the Data Governance/Integrity Team that I co-founded in 2020 to ensure data integrity across the institution and common data taxonomy.
- Member of GAIT, the Generative AI Task force that I co-founded in November 2022 to provide guidance in ensuring academic integrity in the age of generative AI. This group has been incredibly busy as we attempt to craft new rules that maintain academic integrity as our students race to use generative services.
- Overseeing the creation of an Associate of General Studies degree to award to stopped-out students with at least 70 credits under the permission of Colorado H.B. 21-1330. Also tested system to determine student eligibility. First AGS degrees awarded in Fall 2023. MSU Denver has thousands of stopped-out students with university debt and no credential to show for it. We are unable to offer other associate degrees due to the presence of a community college on our shared campus. This was the most effective solution we have been able to create for our stopped-out students.

- With permission from the Provost, continuing to teach one course each semester to stay in touch with the classroom and students. The university has a prohibition on administrators teaching. I am the only current exception.

#### **Interim Deputy Provost and AVP of Curriculum, Academic Effectiveness and Policy Development, March 2023 – January 2024**

- I served two positions simultaneously, maintaining all my AVP duties and taking on the addition charge of Interim Deputy Provost.
- Brought together Deans and the Registrar's Office and resolved long-standing issues related to rooming courses for finals. This was particularly knotty thanks to the tri-institutional nature of our campus and course scheduling. I had to connect multiple offices in four separate entities to craft a workable solution, one which had eluded my predecessors for at least 20 years.
- Convened a task force with Financial Aid and the Chief Financial Officer to develop plans for meeting Biden Administration guidelines on Gainful Employment and Financial Value Transparency reporting for all academic programs. First report goes out in January 2025.
- Partnered with facilities and others to develop a rooming plan to prevent off-campus classroom expenditure during the HVAC revamp of two critical classroom buildings: finding replacement space for 68 classrooms and office space for 110 individuals. Aided the Registrar's office in putting plans in place to maximize classroom usage that pointed to another project on classroom utilization.
- Developed a long-term plan that will relocate the Faculty Affairs, Graduate Studies, Online Learning and the Office of Sponsored Research Projects to previously under-used campus spaces starting in August 2024. Also secured new offices in a remodeled classroom building for the Center for Individualized Learning. These moves solve long-standing officing inequities and potential FERPA issues on campus.
- Served on the Senior Leadership Team that meets weekly with the university President.
- Served on the University Planning and Budget Allocation Committee to represent Academic Affairs in developing a \$221 million budget for 2024-2025.
- Left this role in January 2024 with the arrival of a new Provost.

#### **Interim Vice Provost of Faculty Affairs and AVP of Curriculum, Academic Effectiveness and Policy Development, July 2020 – March 2021**

- I served two positions simultaneously with no reduction in duties or productivity as AVP while filling a second full-time role.
- Oversaw all faculty affairs at the provost level for the university, including retention, tenure, promotion and post-tenure review during the academic year.
- Reviewed portfolio submissions from first year tenure-track to post-tenure review for approximately 350 faculty members.
- Prepared letters for successful applicants and prepared reconciliation conferences for the unsuccessful. Also conducted investigations of alleged faculty misconduct.

- Represented the provost in all faculty-related matters within the review process and in appearances before Faculty Senate.
- Provided interim reports to the President and the Board of Trustees. Left position with arrival of a new provost in March 2021.

**Department Chair, Journalism and Media Production, June 2017 - September 2019**

- Directed department operations, including supervision of 10 full-time and more than 36 part-time faculty, course scheduling, learning assessments, preparation of budgets and annual reports.
- Guided department through a curriculum revamp that led to creation of new degrees and a common core of courses for all journalism and media production students. We replaced six concentrations with five new degrees.
- Also led the department through a name change and rebranding. Supported by the faculty, we selected a new name to better reflect our work (Media Production instead of Technical Communication), designed a new logo and created a free morning coffee shop (JuMP café) to serve students.
- Taught introductory journalism course and supervised journalism and media production internships.

**Faculty Fellow to the Dean, College of Professional Studies, August 2014-May 2016**

- Provided Dean's level of review for all curriculum changes in the college.
- Aided faculty and college committees in the creation and approval of curriculum proposals, the creation of new programs and certificates, and the discontinuation of the same.

**Professor, Journalism and Media Production, May 2018 -**

**Associate Professor, Journalism and Media Production, May 2014 - May 2018**

**Assistant Professor, Journalism and Media Production, August 2008 - May 2014**

**Visiting Assistant Professor, Journalism and Media Production, January 2008 - May 2008**

**Affiliate (adjunct) Professor, Journalism and Media Production, August 2006 - December 2007**

- Taught students in all areas of journalism from introductory courses to senior capstone.
- Supervised internships, independent study courses and teaching assistantships.
- Developed new courses, modified existing courses, archived dated courses and served as department curriculum lead.

*Oklahoma State University*

**Visiting Assistant Professor, Oklahoma State University, January 2004 - May 2006**

- Taught the fundamentals of reporting and news editing courses.
- Worked with 100+ students in large lecture courses and groups of about 20 students in reporting and editing lab classes.

### *Misr International University*

#### **Adjunct Instructor, Misr International University, Cairo, Egypt, March 2019 – March 2022**

- Taught online courses to graduate students at Egyptian university
- Continue to work with MIU as an advisor on curriculum

#### **Guest Instructor, Misr International University, Cairo, Egypt, 2008, 2009, 2013, 2016-2019, 2024**

- I have traveled to Egypt multiple times to spend two-week periods guest lecturing on a host of topics

#### **Guest Instructor, Cairo University, Cairo, Egypt, November 2005 - December 2005**

#### **Guest Instructor, Misr International University, Cairo, Egypt, November 2005 - December 2005**

- Taught business journalism to students in English language programs at two universities in Egypt
- Work conducted under the Center for International Private Enterprise

### *University of Tulsa*

Newspaper Advisor, August 1998 – May 2001

#### *Journalism Experience*

Reporter, Associated Press, Tulsa, Oklahoma, May 2005 – September 2006

- Served as a one-person bureau covering one-third of the state. Produced original reporting and re-wrote copy for broadcast and print clients.
- Reported on issues from murders to executions to feature stories on bull riding.

Reporter, Tulsa World, Tulsa, Oklahoma, December 1995 - January 2004

Reporter, Business Sydney, Sydney, Australia, July 1995 - December 1995

Assistant Metropolitan Editor/Night Editor, Daily Southtown, Chicago, Illinois, January 1994 - July 1995

Night Editor, Southwest Times Record, Fort Smith, Arkansas, June 1992 - January 1994

Reporter, Southwest Times Record, Fort Smith, Arkansas, February 1991 - June 1992

Writer, Freelance writer, San Francisco, California, November 1990 - February 1991

Reporter, Business Queensland, Brisbane, Australia, May 1990 - December 1990

## **Awards and Acknowledgements**

- Golden Key International (May 23, 2012 - Present)
- Phi Beta Kappa (May 1990 - Present)

- Distinguished Service Award winner (Given for exemplary work with a minimum 10 years at the university) -- MSU Denver (April 2, 2023)
- Hall of Distinction 2019, The Applied Learning Center -- MSU Denver (April 23, 2019)
- College of Professional Studies Outstanding Teaching Award -- MSU Denver (October 2017)
- Educator of the Year, Society of Professional Journalists, Colorado Pro Chapter (April 14, 2017)
- Volunteerism Award, Access Center, MSU Denver (April 24, 2015)
- Instructor of the Year, First Year Success Program, MSU Denver (April 16, 2014)
- More than three dozen state, regional and national reporting awards

## Publications

### Books, Book Chapters

- Schafer, S. T. (2014). Case Study: When Social Networking Sites Attack. In Timpson, W. and D.K. Holman (Ed.), (pp. 73-75, 138-140). Madison, Wisconsin: Atwood Publishing.
- Schafer, S. T. (2014). Case Study: Post-Traumatic Stress Disorder & Education. In Timpson, W. and D.K. Holman (Ed.), (pp. 45-49). Madison, Wisconsin: Atwood Publishing.
- Schafer, S. T. (2014). Case Study: When Social Networking Sites Attack. In Timpson, W. and D.K. Holman (Ed.), (pp. 73-75, 138-140). Madison, Wisconsin: Atwood Publishing.
- Schafer, S. T., Gabriel, M. L., Al Andejani, J., Timpson, W. M. (2014). Introductions. In Timpson, W. and D.K. Holman (Ed.), (pp. 23-25, 81-86). Madison, Wisconsin: Atwood Publishing.
- Schafer, S. T. (2013). Let's Eat Grandma. Let's Eat, Grandma. A Grammar Handbook. In Moore, Susan (Ed.), (First ed., pp. 259). Southlake, Texas: Fountainhead Press. [www.fountainheadpress.com](http://www.fountainheadpress.com)
- Education with Case Studies of Sustainability, Diversity, and Peace. In Oxford, R.L. and Lin, J. (Ed.), (First ed., 2011, pp. 25-40). Charlotte, N.C.: Information Age Publishing.
- Schafer, S. T. (2009). Investigating in Egypt: A Reporter's Toolkit. (pp. 108). Cairo: Center for International Private Enterprise (CIPE).

### Refereed Publications

- Schafer, S. T., Bisio, K. D. (2019). Tortoise or the Hare: How Finish Order Relates to Performance on Exams and Quizzes. (1st ed., vol. 17th, pp. 10). Honolulu, Hawaii: 17th Annual Hawaii International Conference on Education.
- Schafer, S. T., Schafer, B. W., Schafer, D. F., Arwade, S. R. (2016). The Olympic-Sized Failure of Sustainable Olympic Stadia. (vol. 14, pp. 145-161). Honolulu, Hawaii: Hawaii International Conference on Arts and Humanities. [www.hichumanities.org](http://www.hichumanities.org)
- Schafer, S. T., Bisio, K. D. (2016). Educating Generation M: Classroom Challenges from Marijuana Legalization. (vol. 14, pp. 272-287). Honolulu, Hawaii: Hawaii International Conference on Arts and Humanities. [www.hichumanities.org](http://www.hichumanities.org)

- Arwade, S. R., Schafer, B. W., Schafer, D. F., Schafer, S. T. (2015). Modern Examples of Structural Art in Metals. In Nathan Ingraffea, Mark Libby (Ed.), (vol. Structures Congress 2015, pp. 16). Reston, Virginia: American Society of Civil Engineers. <https://ascelibrary.org/doi/10.1061/9780784479117.062>
- Schafer, S. T. (2012). Revolution and Journalism Higher Education in the Middle East/North Africa Region. (pp. 108). Ann Arbor, MI: ProQuest LLC.
- Alejano-Steele, A., Hamington, M. F., MacDonald, L. E., Potter, M. D., Schafer, S. T., Sgoutas, A. A., Tull, T. (2011). From Difficult Dialogues to Critical Conversations: Intersectionality in our Teaching and Professional Lives. *New Directions for Teaching and Learning*(125), 91-100.

## Presentations

### Refereed

- Schafer, S. T. (Author & Presenter), Second Graduate Student Conference on Comparative Media Studies, "New Trends in Communication and Media Studies," Misr International University, Cairo, Egypt. (December 2020).
- Retrum, J. H. (Author & Presenter), Schafer, S. T. (Author & Presenter), Hawaii International Conference on Education, ""EFFECTIVE INNOVATIONS FOR ENGAGING STUDENTS IN CAPSTONE PROJECTS FOCUSED ON COMMUNITY BENEFITS",," University of Louisville, California State University East Bay, Drexel University, Pepperdine University, Saint Louis University, Honolulu, Hawaii. (January 6, 2020).
- Schafer, S. T., SWECJMC Southwest Symposium, ""Covering race: Challenges and case studies for journalism education," Southwest Education Council for Journalism and Mass Communication, New Orleans, La. (October 4, 2019).
- Jennings, C. T. (Author & Presenter), Schafer, S. T. (Author & Presenter), SWECJMC Southwest Symposium, "Measuring What Readers See in News Page Design," Southwest Education Council for Journalism and Mass Communication, New Orleans, La. (October 4, 2019).
- Schafer, S. T., Jennings, C. T., Hawaii International Conference on Education, "Measuring What Readers See in News Page Design," University of Louisville, Honolulu, Hawaii. (January 6, 2019).
- Schafer, S. T., Bisio, K. D., Hawaii International Conference on Education, "Tortoise or the hare: How finish order relates to performance on exams and quizzes," University of Louisville; Drexel University; Pepperdine University; California State University, East Bay; Saint Louis University, Honolulu, Hawaii. (January 5, 2019).
- Schafer, S. T., Bisio, K. D., Hawaii International Conference on Arts and Humanities, "Educating Generation M: Classroom Challenges from Marijuana Legalization," University of Louisville, Honolulu, Hawaii. (January 11, 2016).
- Schafer, S. T., Hawaii International Conference on Arts and Humanities, "The Olympic-Sized Failure of Sustainable Olympic Stadia," University of Louisville, Honolulu, Hawaii. (January 10, 2016).

- Bisio, K. D., Schafer, S. T. (Presenter), International Conference on Arts and Humanities, "Front Page Photojournalism: Spot News vs. The Spot For News," Hawaii International Conference on Arts and Humanities, Honolulu, Hawaii. (January 10, 2015).
- Schafer, S. T., SWECJMC Symposium, "Educating the Medicated Generation: Scenes from the University Classroom," Southwest Education Council for Journalism and Mass Communication, Denver, CO. (October 24, 2014).
- Schafer, S. T., Bisio, K. D., SWECJMC Symposium, "Instagram vs. Photojournalism in the battle to illustrate the human condition," Southwest Education Council for Journalism and Mass Communication, Denver, CO. (October 24, 2014).
- Schafer, S. T., Spring 2014 Teacher/Scholar Forum, "History as a Guide," Center for Faculty Development -- MSU Denver, Denver. (March 14, 2014).
- Bisio, K. D., Schafer, S. T., Hawaii International Conference on Arts & Humanities, "Instagram vs. Photojournalism in the Battle to Illuminate the Human Condition," University of Louisville, Honolulu, HI. (January 10, 2014).
- Schafer, S. T. (Author & Presenter), Starrett, M. K. (Author & Presenter), 2013 Mentoring Conference, "Year 2: Maintaining Mentoring After a Formal Program Ends," The Mentoring Institute, Albuquerque, N.M. (October 29, 2013).
- Schafer, S. T. (Author & Presenter), Starrett, M. K. (Author & Presenter), 2012 Mentoring Conference, "When the Mentor is the Youngest Person in the Room," The Mentoring Institute, Albuquerque, N.M. (October 26, 2012).
- Schafer, S. T., Association for the Advancement of Sustainability in Higher Education, "Publishing with Graduate Students: The Scholarship of Teaching about Sustainability," Association for the Advancement of Sustainability in Higher Education, Denver, Colorado. (October 10, 2010).
- Schafer, S. T., Annual Meeting, American Educational Research Association, "Stories of Conflict, Reconciliation, Renewal, and Place: Lessons Learned About Peace, Diversity, and Sustainability," American Educational Research Association, Denver, Colorado. (May 3, 2010).
- Alejano-Steele, A. (Presenter), Hamington, M. F. (Presenter), Loudon, J. T. (Presenter), MacDonald, L. E. (Presenter), Meyer, N. N. (Presenter), Nees, H. H. (Presenter), Schafer, S. T. (Presenter), Sgoutas, A. A. (Presenter), Tull, T. (Presenter), Center for Faculty Development Spring Forum, "Critical Conversations: The Power and Potential of a Faculty Learning Community," Metropolitan State College of Denver, Denver, CO. (January 2010).
- Schafer, S. T. (Author & Presenter), Association for Gender Equity Leadership in Education annual conference, "Teaching gender issues in the journalism and math classroom," Association for Gender Equity Leadership in Education (AGELE), Manhattan Beach, CA. (August 3, 2009).

#### Non-Refereed

- Vigil, P. M. (Presenter), Ballard, P. (Presenter), Schafer, S. T. (Presenter), SPS Curriculum Development Workshop, "Curriculum Workshop," School of Professional Studies, MSU Denver. (August 14, 2013).



- Wotkyns, K. (Author & Presenter), Schafer, S. T. (Author), Bisio, K. D. (Author), METROLEADS Leadership Forum, "Crossroads and Convergence: Graduate Journalism at Metropolitan State University of Denver," Metropolitan State University of Denver, Denver, CO. (November 4, 2008).

### Invited

- Schafer, S. T. (Panelist), International Scientific Conference of the Faculty of Media, "Challenges of the Relationship Between Traditional and Digital Media," Cairo University, Cairo, Egypt. (March 24, 2021).
- Schafer, S. T. (Author & Presenter), Second Graduate Student Conference on Comparative Media Studies, "New Trends in Communication and Media Studies," Misr International University, Cairo, Egypt. (December 2020).
- Schafer, S. T., Teacher Librarian Day 2017, "Consider the Source -- Fighting Fake News," Teaching with Primary Sources at MSU Denver and History Colorado, History Colorado Center, 1200 Broadway, Denver, CO. (February 24, 2017).
- Schafer, S. T., Fighting Fake News, "Fighting Fake News," National Association of Hispanic Journalists, Colorado chapter, KMGH Channel 7, 123 E Speer Blvd, Denver, CO, 80203, US. (February 20, 2017).
- Schafer, S. T., Society of Professional Journalists, Region 9 Conference, "New tech on the horizon: How media need to adapt," Colorado Professional and Auraria chapters of SPJ, Denver, Colorado. (April 14, 2012).
- Schafer, S. T., SPJ Region 9 Conference, "The Goodie Bag of Open Records," Society of Professional Journalists, Denver, Colorado. (April 13, 2012).